ANNUAL REPORT
2018
Dear Rubicon Friends & Family:

This year, Rubicon Programs entered a new phase in the implementation of our model, leading with grace to innovate our transformative work and fight for a stronger community where everyone can thrive.

Together, we dared to push the limits of what it means to break poverty and made the journey more accessible than ever before. We accomplished this by producing more keys that unlock each pathway out of poverty and by forging fruitful partnerships with nearly two dozen like-minded organizations.

Hand-in-hand with local governments, school districts and community organizations, we created a brand-new community of poverty-fighters from the ground up – the Contra Costa Workforce Collaborative. It’s the first initiative of its kind in California, expanding access to – and the quality of – resources for those in need of a job or career change at 10 sites across the county.

We have also strengthened our connections work, building out new communities that gravitate towards neighborhood service projects and legislative advocacy.

Our Men’s and Women’s Support Groups have taken service to the next level, organizing meals for local families, collecting holiday toys for Rubicon children, giving new clothes to people who are homeless, and fundraising for other important causes.

While these individuals brought smiles to our community, our Participant Advisory Board helped make history by bringing participants to Sacramento to advocate for “Ban the Box” and other reforms that have made it easier for people with a criminal record to get a job and reenter their community.

In the coming year, Rubicon is going to focus on even more opportunities to forge new keys to break poverty, continuing to answer the call of justice.

I hope you will join us on this journey and continue to be our key to change in the East Bay.

Stay tuned throughout the year by following us on social media – you won’t want to miss what’s coming next.

In Solidarity,

Jane Fischberg
President & CEO
Rubicon brought on four incredible interns and partnered with Wardrobe for Opportunity to launch our first professional clothing closet to provide our participants with access to quality interview attire.

“Our intern team was incredibly grateful for this opportunity to help break poverty by creating a boutique-style closet for participants, where they can choose a fresh, professional outfit that puts them on the path to success.”

Rubicon won Travis Credit Union’s “Crave 2 Save” competition after enrolling nearly 300 people in their first savings account ever, earning Rubicon and Sparkpoint $75,000.

Left: Wade, a Rubicon Participant, speaks to elected officials and the media about our assets work. Right: Kenneth Street, Rubicon Financial Coach, listens.
We believe that we can accomplish more together and that we’ll be able to make it easier for vulnerable families to get back on their feet, avoiding a fall into long-term, intergenerational poverty.

- G. Vittoria Abbate
  Director, College & Career and Adult Education
  Mt. Diablo Adult Education

This year, Rubicon launched the Contra Costa Workforce Collaborative, the first of its kind in California. Ten organizations led by Rubicon, including school districts, local nonprofits and the community college district, joined together to offer America’s Job Center of California (AJCC) career services, like resume workshops, computer classes, and job opportunities, at sites in every corner of the County.

INCOME in 2018
“My coach, Amabella, makes me feel comfortable. I can tell her anything. I can share anything. Now, I feel ready to win in my next interview.”

In the second year of implementation of our comprehensive model, we have continued to break poverty by supporting 461 of our participants to find a job, helping them address legal barriers to employment and access the one-on-one coaching, training, and education they need to accomplish their long-term career goals.
WELLNESS in 2018

Participants Enrolling in Healthcare 72%
Participants Achieving Their Health Goals 75%

Rubicon, in partnership with Share Our Strength and 18 Reasons, launched its first Cooking Class program to help people cook healthy meals while on a budget.

“We are also now able to do more with less. We are healthier and always bargain shop. Even better, our family now eats together every night. “We have reconnected and discovered a new activity for us to bond over.”

The “Cooking Matters” curriculum helps our participants prevent diabetes and liver disease by outlining strategies to increase their families’ access to healthier foods, and to prepare meals that taste extraordinary.

Exzavier

Graduates of our first Cooking Class celebrate the final day of their coursework with staff and family.

Participants prepare a delicious meal of Low-Fat Chicken Alfredo with fresh vegetables.
“I joined the Men’s Group to get support from, and communicate with, men like me. Since the first day, these men have helped me restore my self-confidence, as well as regain trust in my community.”

Rubicon’s Men’s Support Group worked with local business owners to organize a special Mother’s Day luncheon for the community’s moms and the women in their lives. The Group has also organized multiple service projects to give toys to children during the holidays, and raise funds for other important causes.

Rubicon’s Participant Advisory Board, Connections staff, Safe Return Project, and RYSE volunteers partnered with Legal Services for Prisoners with Children to advocate for criminal justice reform, “Ban the Box,” and bail reform, among other initiatives.

**CONNECTIONS in 2018**

- Number of Participant Support & Action Groups: 5
- Number of Legislative Bills Supported or Opposed: 28
THANK YOU for a strong 2018!

The transformative work Rubicon does would not be possible without your generous support. Our sincerest gratitude goes to the following donors and sponsors:

$250,000-1,000,000+
James Irvine Foundation
Tipping Point Community

$100,000-$249,999
Bank of America
Charitable Foundation
The San Francisco Foundation
Dean & Margaret Lesher Foundation

$50,000-$99,999
Kaiser Permanente
The California Endowment
The California Wellness Foundation

$25,000-$49,999
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Chevron
Ereca Miller & John Shrewsberry
East Bay Community Foundation
Federal Home Loan Bank of San Francisco
Paul Leonard
Travis Credit Union
Virginia Davis
Wells Fargo Foundation

$10,000-$24,999
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Strive for Change Foundation
The Safeway Foundation
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Rubicon Bakers
Sophia Loh
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Amanda Feinsein
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Drinker Biddle & Reath LLP
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Robert Creek
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Seyfarth Shaw LLP
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Silke Brendel-Evan & Mitchell Evan
Senator Steve Glazer
The Key PR
Toni Ayres & John Ford
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Anonymous
Autumn & David Gray
Courtney Wade
David Levy
David Manuel
David Rabuka
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Dianne & Justin Roach
Gary Yabrovel
Helen Levay
Jay Goldman & Mona Goldfine
Joanne & Terry Dale
Justin Crum
Karen Llamas
Leslie Laurien
Lisa Duncan
Margaret & Matt Heafey
Nancy Weitl
Nikeeta Sharma
Patti & Jason Crane
Patty Finley Dunlap
Richard Smith
Rob Hope & Sarah Shanley Hope
Roger Contreras
Ronald Elson
Ruth & Sam Newman
Sachiya Yoshii

Scott Mertens
Shevette Swayze-Venters
Stacie Overbaugh
Tim Bentley
Workday

$1-499
Adriana Ponce-Matteucci
Adrienne Kimball
Aimee Eng
Aina Kugai
Alan Swislow
Alex Colbert
Alex Pfeifer-Rosenblum
Alexander & Molly Waste Ashford
Alicia Dantzker
Alicia Hastings
Alyssa Kang
Amabella Camins
Amanda Owens
Andrew Cohen
Angel Bishop-Ross
Angela Kidd
Anita Clothier
Anne Cassidy
Anonymous (3)
April Capil
Ashley Nucera
Audrey Shields
Aurora Pecoraro
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Catherine Kim
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Carina Roallos
Celeste Jones
Chad Davison
Charles Geerhart
Chelsea Detweiler
Cherise Khaund
Christina Lynn
Christina Robinson
Christine Clark
Christopher Buckley
Christopher Whitmore
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Elba Morales Goostree
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Eliza Kingsley-Ma
Emily Blanckenburg
Emily Lee
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Erich York
Estela Granera
Evy Kavaler
Fred Branaman
Gary Goodson
Gerard Hanono
Gina Ziyad
Haig Agigian
Hal Hershey
Hallie Friedman
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Heather Davis
Iris Obregon
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James Bill
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JaNae Powell
Jeanette Moon
Jeff Dobrinsky
Jessica Browning
Jessica Carabajal
Jessie Stewart
John Hoban
Jonathan Bash
Joy Koletsky & Jonathan Jacobs
Julius Cheng
Karen Eichler
Karen Hecht
Karina Moreno
Katherine Welch
Kathleen Shaw
Katlyn Torgerson
Kelly Dunn
Kenneth Fischer
Kevin Allen
Kim & Gerd Pannke
Kimi Barnes
Krista Fechner
Kristen Lum & Jason Mar
Lara Miller
Larry White
Laura & Thomas Sander
Laura Berman & Matt McCaffrey
LeRoy Gainey
Lila Blanchard
Lilian Tham & Harold Berman
Lisa Dyas & Amy Cray
Lisa Nicholls
Liz Orlin & John Ifcher
Liz Tuan
Lori Bash
Superintendent Lynn Mackey
Lyne Welch-Morris
Mahasin Abdullah
Mahnoor Tariq
Marcos Santiago
Marcus Weiss
Marcy Helm
Margot Kaplan
Maria Krauter
Martine Blake
Mary Dunbar
Mary Law
Maryam Shamloæu
Matthew Valdez
Melanie Wallace
Melissa Congdon
Melissa Margain
Michael Covarrubias
Michelle Stewart
Mike Moye
Mike Woitaála
Mishal Boscanu
Miye Goishi
Molly Nelson
Randye West & Robert Wented
Natasha & Andrew McNaught
Nate Radomski
Nathan Muuss
Nicole Kennedy
Nina Krauter
Ola Konik
Oleg Bulkin
Pamela Jones
Pat Kaspar
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Patricia Donati
Patrick Coghlau
Patty Enrado & David Rossi
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Renee Bott
Richard Revels
Richard Young
Rick Newacheck
Rick Wood
Robert Alexander
Robert Solotar
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Robin Miller & Daniel Rossi
Ron Thomas
Ron Wilson
Ross Culverwell
Ruven Chu
Ryan Mulcahy
Samantha Epstein
Sanctuary Bistro
Sandra Buford
Sarah Butler
Sarah Elkins
Sarah Puryear & Severin Ian Wirz
Sarah Zweig
Shafiyi Wali
Shaneika Tarrea Mack
Sharon McGrath
Shatae Deckard
Shayna Quilty
Sheila Serpa
Shelby Saso
Sherry Hirsch
Sherry Williams
Sophia Elson
Sophia Ritchie
Steffany & Zachary Lee
Stephan Beard
Stephanie Gonzales
Stephanie Nguyen
Stephanie Streit
Steve Lew
Sue Hamill
Susan Cieutat
Susan Johnson
Susann & Louis Nordrum
Suzanne Pequignot
T. Crook
Tasha Henneman
Tenzin Gyaltse
Hon. Teresa Gerringer
Terry Stevens
Thomas Cheng
Tiffany Young
Tim Hallahan
Tim Khatri
Toni McNulty
Vanessa Nyborg
Vi Ngo
Virginia Reddy
Vivian Acevedo
Wendy Szczech
Wes Reed
William Shuford
Yolanda Bolden
Yolanda Collins
Yolanda Quevedo

Employee Giving
Adriana Ponce-Matteucci
Adrienne Kimball
Alex Pfeifer-Rosenblum
Alicia Hastings
Amabella Camins
Aurora Pecoraro
Bryce Alleman
Carole Dorham-Kelly
Celeste Jones
Chelsea Detweiler
Dechen Naga
Delia Cantu
Eraina Turner
Estela Granera
Gary Goodson
Gina Ziyad
Hallie Friedman
Heather Davis
Jane Fischberg
Jessica Carbajal
Jonathan Bash
Kelly Dunn
Kimi Barnes
LeRoy Gainey
Lila Blanchard
Lisa Dyas
Mahasin Abdullah
Melissa Margain
Michael Covarrubias
Mishal Boscanu
Nathan Muuss
Pat Kaspar
Patricia Donati
Porschea Brown
Rick Wood
Robert Alexander
Roger Contreras
Ron Thomas
Ron Wilson
Sandra Buford
Sharon McGrath
Shatae Deckard
Stephanie Gonzales
Vi Ngo
Vivian Acevedo
Wes Reed
Yolanda Bolden
Yolanda Collins
Yolanda Quevedo

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Consultant

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Deputy Director, Community Benefits
SF Public Utilities Commission

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Alameda Health System

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Frank, Rimerman + Co. LLP

Karen Norwood
Facilities Services Manager
Kaiser Permanente School of Allied Health Sciences

Sophie Sharp
Executive Vice President
Wells Fargo

Sarah Sternau
Director of Merchandising
eBay

Allison Thurman
Nonprofit Consultant

Tatiana Ware
Business Analyst
Workday

Sachi Yoshii
Dir. of Strategic Initiatives
East Bay Community Foundation

Jane Fischberg, President
Rubicon President and CEO

Kelly Dunn, Asst. Secretary
General Counsel and Director,
Rubicon Legal Services

Roger Contreras, Asst. Treasurer
Chief Financial Officer
ASSOCIATE BOARD

This year, Rubicon Programs launched its first Associate Board (AB), featuring emerging leaders from a variety of professional backgrounds.

Working together, these individuals dedicate their time, talents, networks, and personal resources to raise awareness of Rubicon’s mission and build support for our work, helping us to create an East Bay without poverty.

During the AB’s inaugural year, members have accomplished the following:

• Raised thousands of dollars for our operations
• Forged fruitful partnerships with local businesses and partner organizations
• Organized an After Party for our East Bay State of Mind Special Event
• Cultivated new leadership and expanded our advocacy capacity

In 2019, we’ll begin recruiting new members for the Associate Board, taking on even more new challenges.

FOUNDING MEMBERS

Monica Ayers
Associate Governmental Program Analyst
California Department of Public Health

Martine Blake
Director of Community Engagement
West Contra Costa Unified School District

Justin Crum
Executive Director
CCS Fundraising

Sophia Elson
Associate Manager, Content
Salesforce

Brandon Evans
Outreach Coordinator
Richmond Police Activities League

Gerad Hanono
Senior Manager, Strategic Finance
BlueVine

Demnlus Johnson
Community Worker
Richmond High School

Nga Le
Senior Health Education Specialist
Contra Costa Health Services

Cat McGuire
Client Success Manager
Affirm

Molly Nelson
Director, Inside Sales & BizDev
The RealReal

Omari Parker

Sophia Ritchie
Independent Consultant

Allison Thurman, Chair
Nonprofit Consultant

Christopher Whitmore
Policy and Government Affairs
SF Public Utilities Commission
**FINANCIALS**

**FISCAL YEAR 2018** (July 1, 2017 – June 30, 2018)

### ASSETS AND LIABILITIES

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<th>Category</th>
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<td>Current Assets</td>
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<tr>
<td>Property and Equipment</td>
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<tr>
<td>Other Assets</td>
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<td><strong>Total Assets</strong></td>
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<tr>
<td>Current Liabilities:</td>
<td>$3,248,597</td>
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<tr>
<td>Other Liabilities:</td>
<td>$2,349,871</td>
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<td><strong>Total Liabilities:</strong></td>
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<td><strong>Total Net Assets:</strong></td>
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<td><strong>Total Liabilities &amp; Net Assets:</strong></td>
<td><strong>$8,851,441</strong></td>
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### REVENUE

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<td>Government Contracts</td>
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<tr>
<td>Earned Income</td>
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<tr>
<td>Grants &amp; Contributions</td>
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<td><strong>Total Revenue:</strong></td>
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### EXPENSES

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<th>Amount</th>
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<tr>
<td>Programs</td>
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<td>Businesses</td>
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<td>Administration</td>
<td>$3,472,776</td>
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<td>Fundraising</td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$17,482,361</strong></td>
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The amounts indicated herein are representative of the financial results of operations for Rubicon Programs Incorporated, Rubicon Enterprises Incorporated, and Rubicon Housing.